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title: Regarding shortage of faculty in Indian Universities.

SHRIMATI PRATIMA MONDAL (JAYANAGAR): A huge shortage of faculty in Indian universities is crippling the growth and quality of higher education in India. Central Universities face a vacancy rate of more than 35% in teaching positions. Even our leading institutes such as the IITs and IIMs face huge faculty shortages, as high as 46% in some cases â€" especially in new institutes. The situation has not improved over the years â€" even in 2013, more than 38% of teaching positions in the IITs were vacant.

The process of appointing Directors and Heads of these Institutes is also flawed. Increasingly, we are seeing reports of the Government appointing people who are not qualified to head these leading Institutes. Alleged increasing pressure and control by the Government has often led to resignations of institute directors thereby worsening the situation.

Shortage of faculty and inadequacy of selection system is gravely affecting the quality of education. Teacher-student ratio is rising, the attention and support needed for students are far below the requirement and the research capabilities and reputations of our Institutes have been seriously affected.

The government must take immediate steps to ensure availability of qualified faculty by encouraging students to take up Ph.D. and M. Phil programmes and attract more students with research grants and scholarships. Academic and industry experts must be consulted in the appointment of Institute directors and chairmen. The Government should also increase funding of educational Institutes at the Central and State level to allow them to hire and retain the best faculty.